



Digitalizing ESG Reporting

Leveraging Workiva for ESG Reporting at VEON



*Why VEON adopted
Workiva*

*The role of Workiva in
ensuring transparency
and data accuracy*

*Before & After:
How workflows
improved with digital
tools*

Challenges with the previous ESG reporting process

Highly Manual Reporting Process

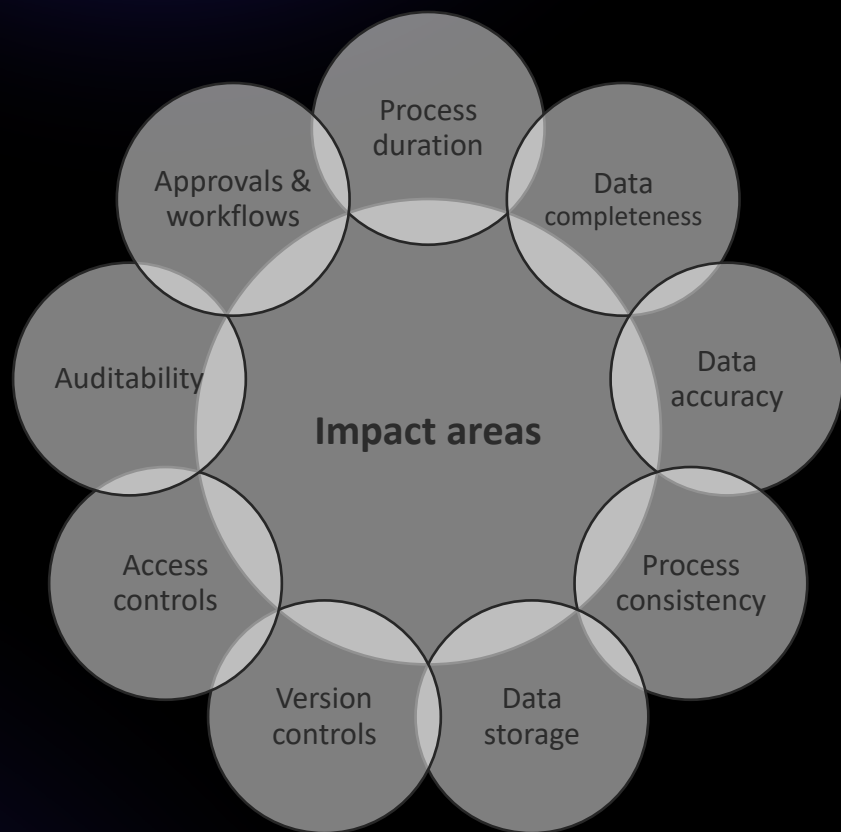
- i. Resource-intensive, error-prone process that ties up costly resources in low value-added work.
- ii. Inconsistent processes across business means oversight is complex.

Limited Insight into Sustainability Performance

- i. Highly skilled, highly paid resources tied up in manual processes, unable to deliver insight to rest of business.

Increased Cost of Reporting

- i. Increased cost of ESG reporting due to complex workflows and involvement of highly paid consultants and resources.



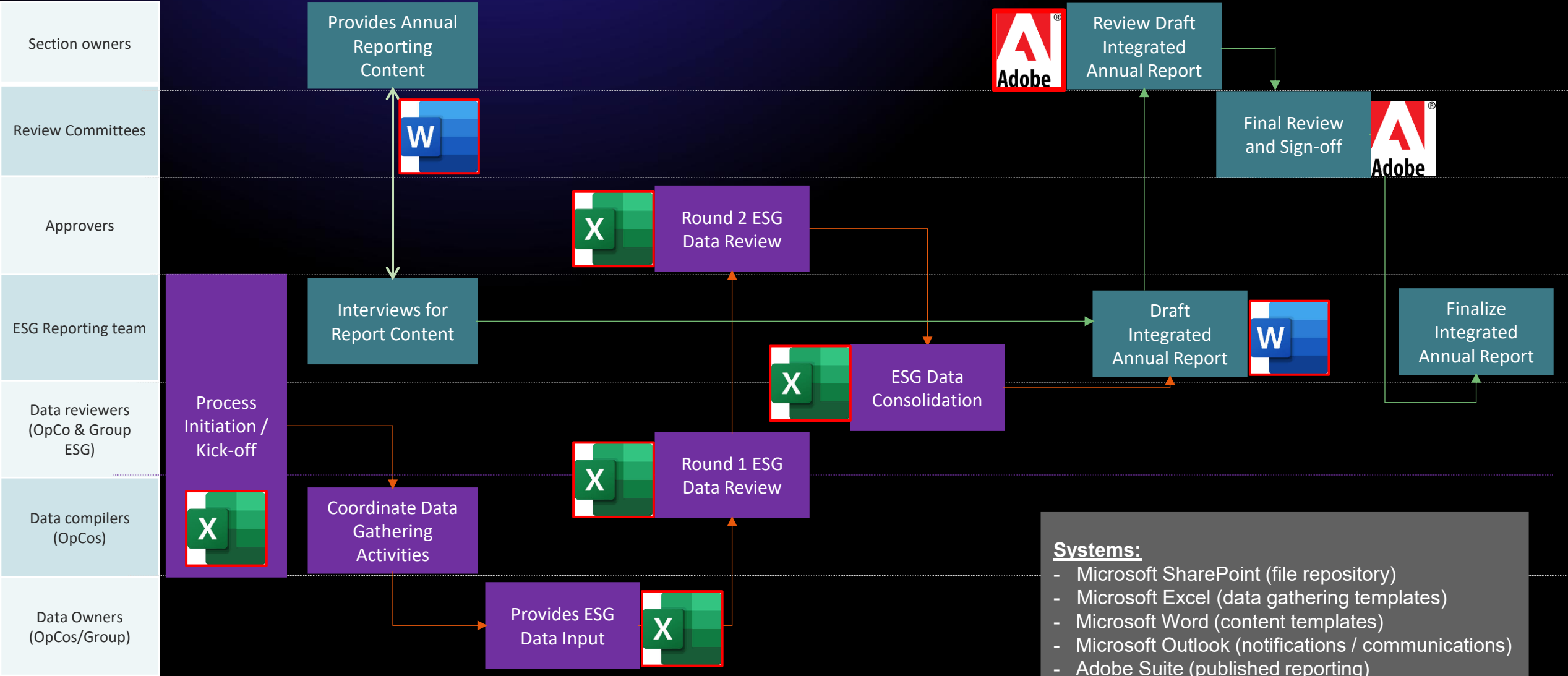
Risk mitigation

The impact areas to improve to mitigate the risk of process breakdowns or failures

Role of Workiva in ensuring transparency & data accuracy



VEON's ESG reporting process (before Workiva)

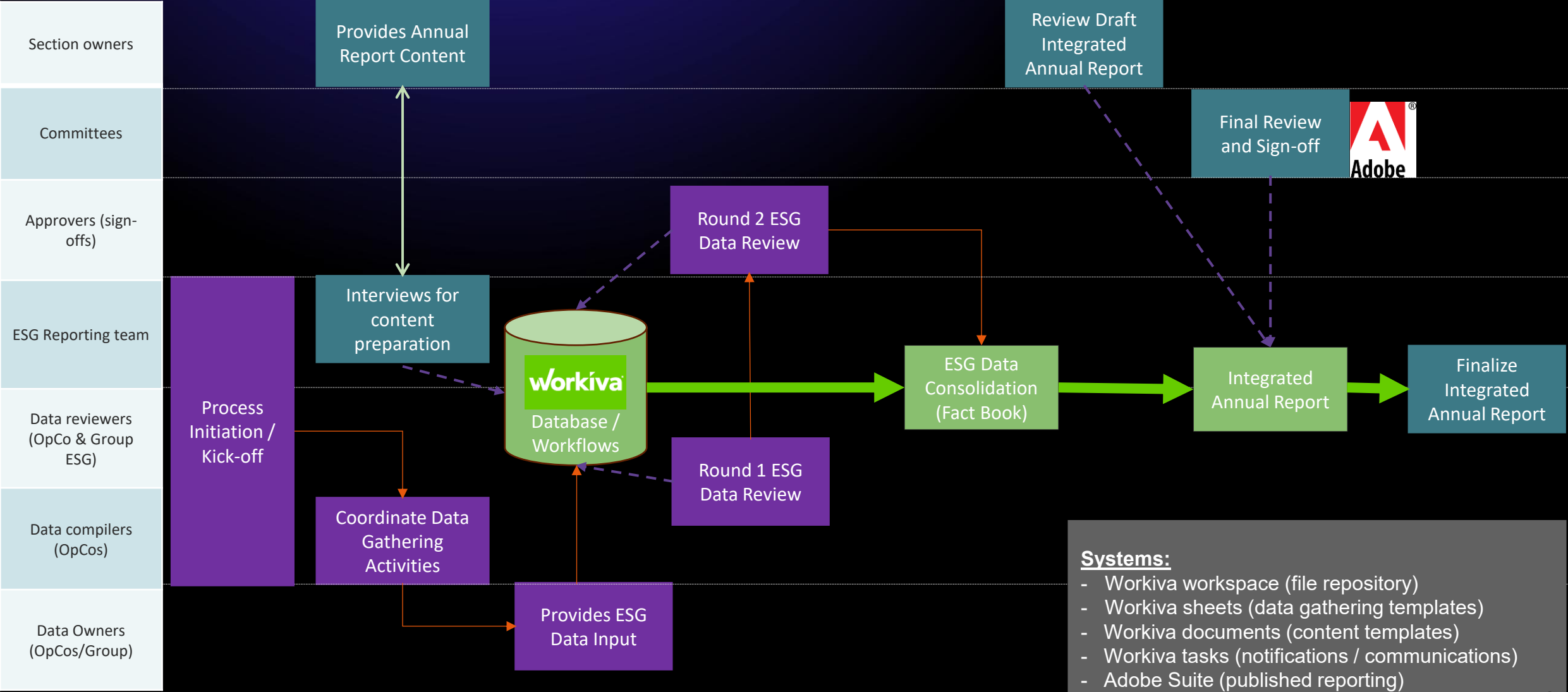


Systems:

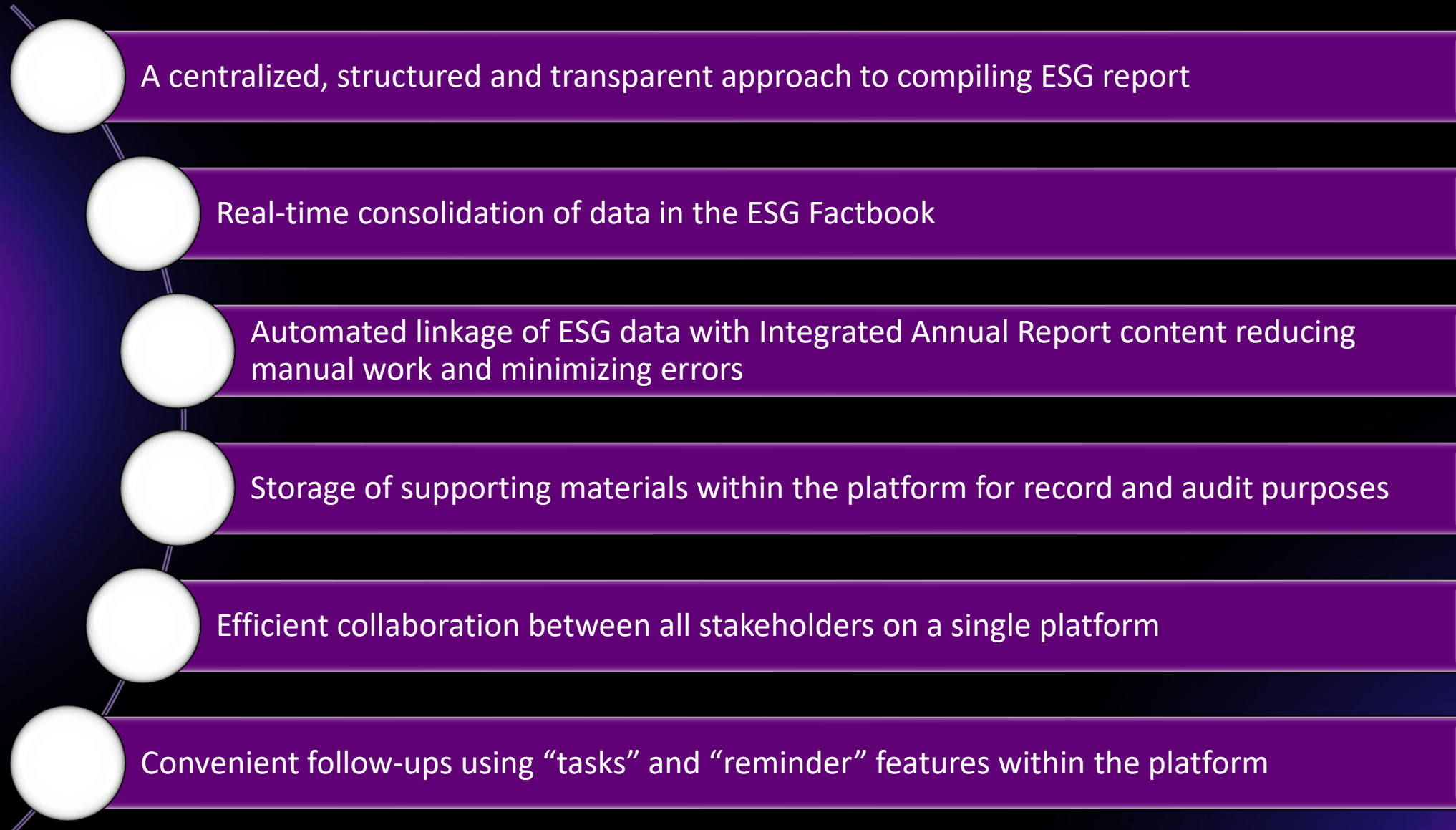
- Microsoft SharePoint (file repository)
- Microsoft Excel (data gathering templates)
- Microsoft Word (content templates)
- Microsoft Outlook (notifications / communications)
- Adobe Suite (published reporting)

* Red boxed elements eliminated through Workiva

VEON's ESG reporting process (using Workiva)



Using Workiva - Key impacts and benefits experienced so far



*ESG Reporting with Workiva:
Beeline's Perspective*



Beeline Kazakhstan's internal ESG reporting processes



● Pre-Workiva: Manual Work

- A single ESG coordinator was responsible for gathering all 100+ ESG data manually from more than 30 functional data owners across departments.
- Data gathered via Excel & email — high dependency on follow-ups.
- Excel files used previously posed challenges in coordination and data quality.
- No real-time visibility; status tracking and consolidation were fully manual.

NAME			
<input type="checkbox"/>	☆		Diversity & Inclusion charts - Kar-Tel
<input type="checkbox"/>	☆		Environmental Performance - Kar-Tel
<input type="checkbox"/>	☆		Talent management and skills development - Kar-Tel
<input type="checkbox"/>	☆		Ethics and integrity - Kar-Tel
<input type="checkbox"/>	☆		Data privacy and cybersecurity - Kar-Tel
<input type="checkbox"/>	☆		Safety and health - Kar-Tel
<input type="checkbox"/>	☆		Network KPIs and digital skills programmes - Kar-Tel
<input type="checkbox"/>	☆		KPIs for Digital skills programmes - Kar-Tel
<input type="checkbox"/>	☆		Mapping Data Owners - Kar-Tel

ESG KPIs – Total 100+

Reported our ESG KPIs for inclusion in the
VEON Ltd. Integrated Annual Report

● After Workiva: Decentralized, Transparent & Efficient

- 8+1 assigned data owners have direct access to Workiva and input KPIs themselves.
- ESG POC coordinates the process, offers guidance, and ensures consistency across inputs.
- Templates pre-filled with prior-year data (2022–2023) help the ESG POC verify completeness and highlight restatements if needed.
- Real-time collaboration and role-based task assignment accelerate progress and reduce errors.
- HQ ESG can track submissions live and provide proactive feedback.
- Full audit trail and version history ensure transparency and accountability.



How Workiva Transformed the Way We Work

VEON

Commenting at cell-level

Allows real-time clarification without leaving the spreadsheet.

Audit trail

Tracks who changed what and when — essential for traceability.

Attachments at data point level

Evidence and documents linked directly to relevant KPI rows.

Task management inside the file

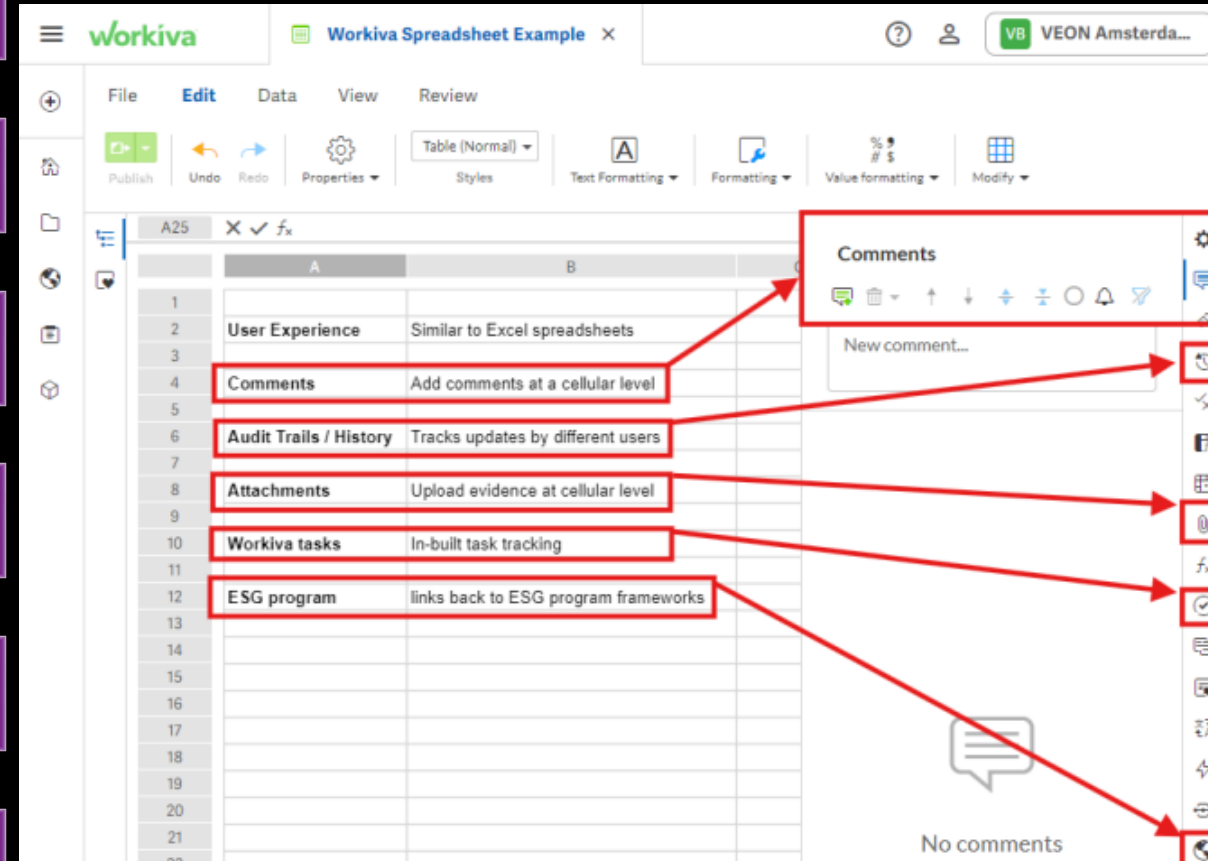
Assignments and deadlines tracked without external tools.

Version control and live collaboration

Everyone works on the same file, no email chains or outdated versions.

Direct linkage to ESG frameworks

Built-in ESG logic ensures context and alignment with strategy.



VEON

The image displays the cover of the VEON Integrated Annual Report 2024. The top half features a blue background with the VEON logo in yellow and the title 'Integrated Annual Report 2024' in white. Below the title, there are three circular images: a woman and a child looking at a smartphone, a person in a hard hat, and a person in a red coat looking at a digital display. The bottom half of the image shows a navigation menu with a list of sections and their corresponding page numbers.

VEON
Integrated Annual Report
2024

Navigation Menu:


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 - 3 Message from our Group CEO
- 2 We are VEON**
 - 5 Mission, strategy, values
 - 7 Where we operate
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Other sections:

- 5 We are VEON**
- Risks and opportunities**
- Sustainability**
- Performance**
- Governance**

Throughout the report at:

- Our capitals**
 - Financial capital
- Our stakeholders**
 - Customers

 [Web version](#)

This report We are VEON Risks and opportunities Sustainability Performance Governance Remuneration Other information Appendices	
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Throughout the report, we use the following icons to reference to matters included in the report and frameworks, including the GRI

Our capitals

- Financial capital
- Digital and technological capital
- Human capital
- Intellectual capital
- Social and relationship
- Natural capital

Our stakeholder groups

- Customers
- Employees
- Communities
- Investors and analysts
- Authorities and regulators
- Advocacy groups

Material matters

Environment	Social	Governance
<ul style="list-style-type: none"> Climate change Circular economy 	<ul style="list-style-type: none"> Own workforce & supply chain workers Affected communities Consumers and end users 	<ul style="list-style-type: none"> Business conduct Business partner conduct

Throughout this report, these icons enable access to further information as indicated:

WEB More online
 PAGE Read more

Throughout this report, Sources of financial and non-financial information included in the report:

Non-financial information has been taken from sources which we deem reliable. With the exception of the metrics outlined in the Independent Assurance Statement on page 131, the information in this report has not been independently verified or assured. Financial information is derived from the VEON 2024 full year and fourth quarter trading update, released on 20 March 2025.



VEON

Q&A

